

WBAL-TV
Exhibit 21

FULL-TIME VACANCY EEO INFORMATION - Form BP-03

[Fill out for each full-time vacancy]

Job Title of Vacancy: WIVY-FM ACCOUNT EXECUTIVERecruitment Source That
Referred the Hiree: monster.comDate Vacancy Opened: 8/20/09Total Number of Persons
Interviewed for the
Vacancy: 28

Date Vacancy Filled: _____

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Hon Elijah Cummings Office	<u>Georgia.jennings@mail.house.gov</u>	Georgia Jennings-Warnsley			
Mayor's Office of Employment Develop.	<u>jrice@oedworks.com</u>	Jesse Rice			
BCCC	<u>ksmedley@bccc.state.md.us</u>	Karen Smedley			
Broadcasting Inst of MD	<u>nb@bim.org</u>	Norm Brooks			
CCBC-Essex Campus	<u>ceed@ccbc.cc.md.us</u>	Continuing Education Dept			
AFTRA/SAG	<u>tcumley@afta.com</u>	Tanya Crumley			
AWRT	<u>alotz@awrt.net</u>	Amy Lotz			
Corp of Public Broadcasting	<u>mcrawford@cph.org</u>	Miriam Crawford			
Greater Balto Urban League	<u>slewis@bul.org</u>	Sandra Lewis			
AAJA	<u>post@aja.org</u>	Albert Lee			
Nat'l Assoc of Hispanic Jnlts	<u>jobbank@nahj.org</u>	Michelle Vignoli			

***** Use additional pages as needed. Do Not Put in Public File unless as part of the station's annual EEO Public File Report. *****

C #1 #2, #3

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

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Dept of Labor Licensing & Regulation	<u>banderson@careernet.state.md</u> <u>MS</u>	Barbara Anderson			
Gov. Commission on Hispanic Affairs	301 W. Preston St., Ste. 1502 Baltimore, MD 21201	Ruby Stemmie			
Howard University School of Communications	<u>l_g_brown@howard.edu</u>	Lincoln Brown			
Howard University School of Communications	<u>cdudley@howard.edu</u>	Carol Dudley			
UMBC	<u>Donohue@umbc.edu</u>	Jean Donohue			
AAMI Broadcasting Training School	2164 Wisconsin Ave NW Washington DC 20007	Keith Murphy			
American Women in Radio & TV – Baltimore Chapter	7501 Berkshire Road Baltimore, MD 21224	Amy Lotz			
Loyola College	4501 N Charles St Baltimore MD 21218	Mary DeMauss			

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monster.com

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McDaniel College	2 College Hall Westminster, MD 21171	Karen Arnie			
RTNDA	1000 Connecticut Ave NW Ste 216 Washington DC 20036	Steve Dunphey			
Baltimore Sun					
All Access	www.allaccess.com				
Broadcasting & Cable Magazine	yatsumi@reedbusiness.com				
Hearst-Argyle.com					
Inside Radio	www.insideradio.com				
JournalismJobs	www.journalismjobs.com				
DCRTV.COM	www.dcrtv.com				
Afro American Newspapers	2519 N Charles St Baltimore MD 21218	Carol Austin			

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Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Jewish Vocational Services	1515 Reisterstown Road Baltimore, MD 21208	Tova Jaffee			
WBAL.COM				5	
98ONLINE.COM					
HotJobs.com					
Sheffield Institute					
Internal Referral				7	
External Referral				4	
Careerbuilder.com				10	
Unsolicited Phone Call, Resume, Application					
Monster.com				2	

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FULL-TIME VACANCY EEO INFORMATION - Form BP-03

Alicia Bobson

[Fill out for each full-time vacancy]

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Hon Elijah Cummings Office	<u>Georgia.jennings@mail.house.gov</u>	<u>Georgia Jennings-Warnsley</u>			
Mayor's Office of Employment Develop.	<u>jrice@edworks.com</u>	<u>Jesse Rice</u>			
BCCC	<u>ksmedley@becc.state.md.us</u>	<u>Karen Smedley</u>			
Broadcasting Inst of MD	<u>nb@bim.org</u>	<u>Norm Brooks</u>			
CCBC-Essex Campus	<u>ceed@cbbc.cc.md.us</u>	<u>Continuing Education Dept</u>			
AFTRA/SAG	<u>tcrumley@aftra.com</u>	<u>Tanya Crumley</u>			
AWRT	<u>alotz@awrt.net</u>	<u>Amy Lotz</u>			
Corp of Public Broadcasting	<u>mcrawford@cpb.org</u>	<u>Miriam Crawford</u>			
Greater Balto Urban League	<u>slewis@bul.org</u>	<u>Sandra Lewis</u>			
AAJA	<u>post@aja.org</u>	<u>Albert Lee</u>			
Natl Assoc of Hispanic Jurists	<u>jobbank@nabi.org</u>	<u>Michelle Vignoli</u>			

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

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McDaniel College	2 College Hall Westminster, MD 21171	Karen Arnie			
RTNDA	1000 Connecticut Ave NW Ste 216 Washington DC 20036	Steve Dunphey			
Baltimore Sun					
All Access	www.allaccess.com				
Broadcasting & Cable Magazine	yatsumi@reedbusiness.com				
Hearst-Arlyle.com					
Inside Radio	www.insideradio.com				
JournalismJobs	www.journalismjobs.com				
DCRTV.COM	www.dcrty.com				
Afro American Newspapers	2519 N Charles St Baltimore MD 21218	Carol Austin			

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Jewish Vocational Services	1515 Reisterstown Road Baltimore, MD 21208	Tova Jaffee			
WBAL.COM				5	
98ONLINE.COM					
HotJobs.com					
Sheffield Institute				7	
Internal Referral				4	
External Referral					
Careerbuilder.com				10	
Unsolicited Phone Call, Resume, Application					
Monster.com				2	

***** Use additional pages as needed. Do Not Put in Public File unless as part of the station's annual EEO Public File Report. *****

INTERVIEWEE INFORMATION - Form BP-04

Job Title of Vacancy:

Sales & Marketing Executive

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1	Jon Snider	98online.com 10/3/09	12	Enoch Cook III	Acen Builder 14
2	Marise Dunstan	Monster 72	13	Danielle Lentz	Acen Builder 14
3	Jason Vedamuthu	Monster 72	14	David Baum	Letterboxer (WTO) 25
4	Johanna Abce	Acen Builder 14	15	Saunta Smith	Acen Builder 14
5	Douglas Marier	Mart Nixon 34	16	Betsy Lentz	Acen Builder 14
6	Candice Herbert	Acen Builder 14	17	William Maccom	Eric Aaronson 34
7	Joseph Ozakas	Acen Builder 14	18	Brian Tabor	Hire 2 TV website 21
8	Liz Pham	Acen Builder 14	19	Francis Graham	Acen Builder 14
9	Tiffany Johnson	Acen Builder 14	20	Nicholas Hearn	Nicholas Hearn (WTO) 25
10	Nicole Penault	98online 105	21	John Power	Emerson Coleman 34
11	Laura O'Donnell	98online 105	22	Coley Brown	UMBC (Acen Builder) 14

***** Use additional pages as needed. Do Not Put in Public File. *****

Job Title of Vacancy: _____

[illegible]

Use additional pages as needed. Do Not Put in Public File. *****

VACANCY NOTIFICATIONS – Form BP-05

Job Title of Vacancy: WIIIY-FM ACCOUNT EXECUTIVE

Date Vacancy Opened: 8/20/09

Date Vacancy Filled: _____

Notifications of vacancy information for the above job title were given using the following advertisements, bulletins, letters, faxes, e-mails, or other communications. Dated copies of these notifications are attached to this form.

Type of Notification	Date of Notification	Type of Notification	Date of Notification
Recruitment Sources ^{e-mail} mail	8/20/09		
Careerbuilder.com	8/20/09		
HireO.TU	8/20/09		
Careers @ Hearst Television Inc	8/20/09		
Post Internal	8/20/09		
Post 98 Online.com	8/20/09		

***** Remember to attach copies of the notifications. *Do Not Put in Public File.* *****



TOWSON UNIVERSITY

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Viewing Job: 14783/WIYY-FM Account Executive

The changes you made to this job have been saved and submitted.

[Profile View](#)

[Position Information](#)

[Contact Information](#)

[Posting Information](#)

Position Information

To update information in the 3 sections below, click the Edit button in each section. Required Information Section below contains important fields. Please read carefully.

***Job ID:** 14783

***Job Title:** WIYY-FM Account Executive

Job Reference Num:

Organization Name: HEARST-ARGYLE TELEVISION, INC.

No of Openings: 1

Work Schedule: Full-Time

Hours per Week:

Wage/Salary :

Other Compensation :

Employment Start Date: now

Employment End Date:

Supervisor: Hugues Jean

***Job Description:** RADIO SALES OPPORTUNITY - WIYY - FM, 98.5
THE FLAGSHIP STATION OF THE BALTIMORE

Unique opening for self motivated individuals
training program and great benefits offered.
Manager, WIYY-FM, 3800 Hooper Avenue, Bal

Qualifications: Sports sales background is a plus. High perfor

***Application Instructions:** e-mail your resume to hjean@hearst.com.

Contact Information

First Name: Hugues

Middle Initial:

Last Name: Jean

Address Line 1: WIYY-FM

Address Line 2: 3800 Hooper Avenue

City: Baltimore

State: MD

Zip: 21211

Map to Address Above: [Online Map](#)

Phone: 410-338-6573

Fax:

Email: hjean@hearst.com
Website:

Posting Information

Please read carefully, this section contains important information. Required fields are marked with an asterisk (*).

- **Applicant Type-** Select type of applicant. To multi-select, hold down CTRL
- **Expiration Date-** Enter deadline to apply for position or today's date to close
- **Show Contact Information-** Allows students to view your Contact Information. If you do not want students to view, select yes and simply edit the contact information section
- **Allow Online Referrals-** Allows students to personally apply for the position. If you do not want to allow online referrals, list requirements in the Application Instructions

Job Location: Baltimore

Job Category: Sales

Position Type: Full-time Experienced

***Applicant Type:** Full-Time
Part-Time - Off Campus
Part-Time - Regular Student Employee

Minimum GPA:

Work Authorization Status:

Graduation Start:

Graduation End:

Classification:

Degrees:

Majors:

Screen Minimum GPA: ☐ No

Screen Work Authorization Status: No

Screen Graduation Range: No

Screen Classification: No

Screen Degrees: No

Screen Majors: No

***Post Date:** 8/20/2009

***Expiration Date:** 9/17/2009

Show Contact Info: Yes

Allow Online Referrals: No



August 20, 2009

Mrs. Tova Jaffee
Jewish Vocational Services
1515 Reisterstown Road
Baltimore, MD 21208

Dear Mrs. Jaffee:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

**RADIO SALES OPPORTUNITY – WIYY – FM, 98 ROCK
THE FLAGSHIP STATION OF THE BALTIMORE RAVENS**

Unique opening for self motivated individuals eager to pursue a career in Radio sales. Terrific training program and great benefits offered. Sports sales background is a plus. High performance is key to success in this position. Mail your resume to Hugues Jean, General Sales Manager, WIYY-FM, 3800 Hooper Avenue, Baltimore Maryland 21211. Or e-mail your resume to hjean@hearst.com. EOE

Please refer all qualified applicants to us by 9/10/09. At this time, we anticipate that a hiring decision will be made on or about 9/30/09.

If you know of qualified applicants who may be interested in applying for this position, please do not hesitate to refer them directly to me. Also, if you know of any other organization that may be of assistance in our equal employment opportunity effort, it would be helpful if you would advise us as to its name and address.

Sincerely,


Yvette L. Hale
EEO Coordinator



August 20, 2009

Mrs. Deidre Hill
Job Recruitment
BCCC
2901 Liberty Heights Ave.
Baltimore, MD 21215

Dear Mrs. Hill:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Sincerely,

Yvette L. Hale
EEO Coordinator



August, 2009

Mrs. Mary Johnson
Bowie State University
Career Develop. Center
14000 Jericho Park Road
Bowie, MD 20715

Dear Mrs. Johnson:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Sincerely,


Yvette L. Hale
EEO Coordinator



August 20, 2009

Mrs. Lucy Wase
College of Notre Dame
4701 N. Charles Street
Baltimore, MD 21210

Dear Mrs. Wase:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Sincerely,

Yvette L. Hale
EEO Coordinator



August 20, 2009

Mrs. Stacey Smith
Community Organized to Improve Life
1200 W. Baltimore Street
Baltimore, MD 21223

Dear Mrs. Smith:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Sincerely,

Yvette L. Hale
EEO Coordinator



August 20, 2009

Mr. Hal Malone
Community Assistance Network
7701 Dunnaway
Dundalk, MD 21222

Dear Mr. Malone:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Sincerely,


Yvette L. Hale
EEO Coordinator



August 20, 2009

Mr. James Thornton
Coppin State College
2500 W. North Avenue
Baltimore, MD 21216

Dear Mr. Thornton:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Sincerely,


Yvette Hale
EEO Coordinator



August 20, 2009

Emma L. Bowen
Foundation for Minority
Interest in Media
524 W. 57th Street
New York, NY 10019

Dear Emma:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Sincerely,

Yvette L. Hale
EEO Coordinator



August 20, 2009

Ernie Mosbyu
Gov. Office of Minority Affairs
6 St. Paul Street
Baltimore, MD 21202

Dear Mr. Mosbyu:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Sincerely,

Yvette L. Hale
EEO Coordinator



August 20, 2009

Mrs. Mary DeManss
Loyola College
4501 N. Charles Street
Baltimore, MD 21210

Dear Mrs. DeManss:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Sincerely,

Yvette L. Hale
EEO Coordinator



August 20, 2009

Mr. Tom Dolan
Media Management
3 North Court Street
Frederick, MD 21701

Dear Mr. Dolan:

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Sincerely,

Yvette L. Hale
EEO Coordinator



August 20, 2009

Mr. William Carson
Career Develop. Office
Morgan State University
1700 E. Coldspring Lane, C224
Montebello Complex
Baltimore, MD 21251

Dear Mr. Carson:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

**RADIO SALES OPPORTUNITY – WIYY – FM, 98 ROCK
THE FLAGSHIP STATION OF THE BALTIMORE RAVENS**

Unique opening for self motivated individuals eager to pursue a career in Radio sales. Terrific training program and great benefits offered. Sports sales background is a plus. High performance is key to success in this position. Mail your resume to Hugues Jean, General Sales Manager, WIYY-FM, 3800 Hooper Avenue, Baltimore Maryland 21211. Or e-mail your resume to hjean@hearst.com. EOE

Please refer all qualified applicants to us by 9/10/09. At this time, we anticipate that a hiring decision will be made on or about 9/30/09.

If you know of qualified applicants who may be interested in applying for this position, please do not hesitate to refer them directly to me. Also, if you know of any other organization that may be of assistance in our equal employment opportunity effort, it would be helpful if you would advise us as to its name and address.

Sincerely,

Yvette L. Hale
EEO Coordinator



August 20, 2009

Mrs. Ellen Yerman
Career Develop. Office
Villa Julie College
1525 Greenspring Valley Road
Stevenson, MD 21153

Dear Mrs. Yerman:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Sincerely,

Yvette L. Hale
EEO Coordinator



August 20, 2009

Career Develop. Office
Howard University School of Communications
525 Bryant Street, NW
Washington, DC 20059

Dear Career Develop Office:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Sincerely,

Yvette L. Hale
EEO Coordinator



August 20, 2009

Ruby Stemmie
Gov. Commission on Hispanic Affairs
301 W. Preston St., Suite 1502
Baltimore, MD 21201

Dear Mrs. Stemmie:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Sincerely,


Yvette L. Hale
EEO Coordinator

Hale, Yvette L

From: Hale, Yvette L

Sent: Thursday, August 20, 2009 10:00 AM

To: '602 Communications'; 'Afro-American Newspapers'; 'Asian American Journalist'; 'Associated Black Charities'; 'BCCC'; 'BCCC'; 'BIM'; 'Broadcasting & Cable Mag'; 'Broadcasting Institute of Maryland'; 'Career Communication Group'; 'Carl Taylor'; 'Catholic Charities'; 'Coppin State College'; 'Corp of Public Broadcasting'; 'Debbie Weisbacher'; 'Dept. of Labor, Licensing & Reg.'; 'Dept. of Labor, Licensing & Reg.'; 'Hon. Elijah Cummings'; 'Howard University'; 'Howard University'; 'Inventive Marketing LLC'; 'Lee'; 'Mayor's Office of Employment'; 'Morgan State University'; 'NASJ'; 'National Org. for Women'; 'Notre Dame College'; 'Omega Studios'; 'SBE'; 'Towson University'; 'Towson University'; 'U of B'; 'UMBC'; 'University of MD, BC'

Subject: Account Executive Opportunity at 98 Rock

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Yvette L. Hale

Executive Assistant

WBAL/WIYY Radio

(410)338-6637 (p)

(410)338-6491 (f)

yhale@hearst.com

wbal.com and 98online.com



8/20/2009

Hearst Television Inc

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Administration

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Edit Position

☒ Active

☒ Full Time

Category:

Sales - Account Executive



Business Unit:

WIYY-FM



Job Title*:

Account Executive

Posted Date*:

20-Aug-2009



Description:

Unique opening for self motivated individuals eager to pursue a career in Radio sales. We are the flagship station of the Baltimore Ravens. Terrific training program and great benefits offered.



Design



HTML

Responsibilities:

Sports sales background is a plus. High performance is key to success in this position.



Design



HTML

Requirements:





Design



HTML



Application Instructions:

Mail your resume to Hugues Jean, General Sales Manager, WIYY-FM, 3800 Hooper Avenue, Baltimore Maryland 21211. Or e-mail your resume to hjean@hearst.com.

 Design  HTML

EOE:

EOE

 Design  HTML


SAVE

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Account Executive

WIYY-FM - 98 Rock

Job Snapshot

Location:	3800 Hooper Avenue Baltimore, MD 21211 ( Map it!)
Employee Type:	Full-Time
Industry:	Broadcasting - Radio - TV Advertising Sales - Marketing
Manages Others:	No
Job Type:	Sales Marketing
Experience:	0 to 2 year(s)
Relocation Covered:	No
Division:	Sales
Posted:	8/20/2009

Contact Information

Contact:	Hugues Jean
Phone:	410-338-6573

Description

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Requirements

Sports sales background is a plus. High performance is key to success in this position.



[Click Here to Find Salary Information for this Job >>](#)

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